



STANDARDS OF APPRENTICESHIP
adopted by

SEATTLE MARINE ELECTRICAL WORKERS APPRENTICESHIP COMMITTEE

<u>Skilled Occupational Objective(s):</u>	<u>(sponsor)</u>	<u>DOT</u>	<u>Term</u>
MARINE ELECTRICIAN		825.381-030	6000 HOURS



APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Specialty Compliance Services Division
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

APRIL 15, 1982
Initial Approval

JANUARY 16, 2004
Committee Amended

JANUARY 16, 2004
Standards Amended (review)

JANUARY 16, 2004
Standards Amended (administrative)

By: LAWRENCE CROW
Chair of Council

By: PATRICK WOODS
Secretary of Council

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The Washington State Apprenticeship and Training Council (WSATC) has the authority to develop, administer, and enforce apprenticeship program standards (Standards) for the operation and success of an apprenticeship and training program in the State of Washington.

Apprenticeship programs and committees function, administer, or relinquish authority only with the consent of the WSATC and only apprentices registered with the supervisor or recognized under the terms and conditions of a reciprocal agreement will be recognized by the WSATC. Parties signatory to these Standards declare their purpose and policy is to establish and sponsor an organized system of registered apprenticeship training and education.

These Standards are in conformity and are to be used in conjunction with the Apprenticeship Rules, Chapter 296-05 WAC (Washington Administrative Code); Apprenticeship Act, Chapter 49.04 RCW (Revised Code of Washington); The National Apprenticeship Act, 29 U.S.C. (United States Code) 50; Apprenticeship Programs, Title 29 Part 29 CFR (Code of Federal Regulations); and Equal Employment Opportunity in Apprenticeship and Training, Title 29 Part 30 CFR which govern employment and training in apprenticeable occupations. They are part of this apprenticeship agreement and bind all signers to compliance with all provisions of registered apprenticeship. Additional information may need to be maintained by the program that is supplemental to these apprenticeship standards. This information is for purposes of ensuring compliance with decisions of the WSATC and the apprenticeship laws identified above.

If approved by the council, such amendment/s and such changes as adopted by the council shall be binding to all parties. Sponsors shall notify apprentices of changes as they are adopted by the council. If and when any part of these Standards becomes illegal, as pertains to federal and/or state law, that part and that part alone will become inoperative and null and void, and the Department of Labor and Industries (L&I) may adopt language that will conform to applicable law. The remainder of the Standards will remain in full force and effect.

See WAC 296-05-003 for the definitions necessary for use with these Standards.

The following Standards of apprenticeship, Seattle Marine Electrical Workers, with supplements pertaining to the necessary work experience of the trade and a progressive wage scale, approved by and registered with the Registration Agency, govern the training of apprentices in this industry.

I. GEOGRAPHIC AREA COVERED:

The sponsor has no authority to conduct training outside of the geographical area covered by these Standards. The sponsor may enter into an agreement (portability agreements – see WAC 296-05-303(3)) with other apprenticeship committees for the use of apprentices by training agents that are working outside their approved geographic area. Also, if a reciprocity agreement (see WAC 296-05-327) is in place, the out-of-state sponsor may use their registered apprentices. The sponsor will ensure compliance with the provisions of any agreement recognized by the WSATC.

The area covered by these Standards shall be King, Jefferson, Kitsap, and Clallam Counties in the State of Washington.

II. MINIMUM QUALIFICATIONS:

Minimum qualifications must be clearly stated and applied in a nondiscriminatory manner (see WAC 296-05-316).

- Age: **Must be 18 years of age.**
- Education: **Must be high school graduate or G.E.D. and one (1) year of algebra**
- Physical: **Must be able to perform work of the trade.**
- Testing: **NONE**
- Other: **Must provide copy of birth certificate.**

III. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:

Sponsors with five (5) or more apprentices must adopt an Equal Employment Opportunity (EEO) Plan and Selection Procedures (see Part D of Chapter 296-05 WAC and 29 CFR Part 30).

The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, sex, color, religion, national origin, age, disability or as otherwise specified by law. The sponsor shall take positive action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required by the rules of the Washington State Apprenticeship and Training Council and Title 29, Part 30 of the Code of Federal Regulations. (WAC 296-05-316(3))

A. Selection Procedures:

- 1. The applicant will sign the "Record of Apprentice Applicants" form and will be given an "Application for Apprenticeship."**
- 2. Upon completing the application, the applicant will be instructed to request an official, sealed transcript of all high school records and grades. Post secondary school records and grades may also be presented. Applicants with GED equivalents must present results of GED tests. The above will be forwarded to the Apprenticeship Committee Secretary or Coordinator.**
- 3. When these steps have been completed and noted on the "Register of Applicants" form, the applicant will be notified when to appear before the**

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Apprenticeship Committee for interview, evaluation and scoring. Anyone scoring less than seventy (70%) percent shall not be acceptable into apprenticeship and will be so notified. Anyone scoring seventy (70%) percent or above shall be placed on a list to await employment opportunity. Applications will be valid for one (1) year. Any applicants not put to work within one (1) year of date of interview may reapply for consideration in the following year.

- 4. If the above steps have not been completed within 60 days the application will be placed in an inactive file, and requiring reapplication for further consideration.**
- 5. Signing your name in the "Apprentice Application Record Book" the applicant acknowledges that he/she has received the instructions and conditions for completing the application.**

B. Equal Employment Opportunity Plan:

The Apprenticeship Committee has pledged that the recruitment, selection, employment, and training of apprentices during their apprenticeship shall be without discrimination because of race, color, religion, national origin, or sex. In order to promote equality of opportunity, the Apprenticeship Committee hereby pledges to take affirmative action to encourage minorities and women to complete the apprenticeship application and enter into the eligibility pool.

- 1. Dissemination of information concerning the nature of apprenticeship requirements for admission to apprenticeship, availability of apprenticeship opportunities, sources of apprenticeship applications, and the equal opportunity policy of the sponsor.**

Such information shall be given to the council, local schools, employment service offices, women's centers, Outreach programs and community organizations which can effectively reach minorities and women in the local area in which the program sponsor operates.

- 2. Participate in workshops conducted by employment service agencies for the purpose of familiarizing school, employment service and other appropriate personnel with the apprenticeship system and current opportunities therein.**
- 3. Internal communication of sponsor's equal opportunity policy in such a manner as to foster understanding, acceptance, and support among the sponsor's various officers, supervisors, employers, and members and to encourage such persons to take the necessary action to aid the sponsor in meeting its obligations under these rules.**

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- 4. Utilization of journey-level workers to assist in the implementation of the Sponsor's Affirmative Action Program.**
- 5. Granting advance standing or credit on the basis of previously acquired experience, training skills, or aptitude for all applicants equally.**

Discrimination Complaints.

Any apprentice or applicant for apprenticeship who believes they have been discriminated against may file a complaint (WAC 296-05, Part D).

IV. TERM OF APPRENTICESHIP:

The minimum term of apprenticeship must not be less than 2000 hours or 12 months of work experience in each occupation identified in these Standards as apprenticeable. The term of apprenticeship must be stated in hours or months of employment.

The term of apprenticeship for Marine Electrician shall be 6000 hours of reasonably continuous employment.

V. INITIAL PROBATIONARY PERIOD:

All apprentices are subject to an initial probationary period, stated in hours or months of employment for which they receive full credit toward completion of apprenticeship. Advance credit/standing will not reduce the initial probationary period. The initial probationary period:

- Is the period following the apprentice's acceptance into the program and during which the apprentice's appeal rights are impaired. The initial probation must not exceed twenty percent (20%) of the term of apprenticeship unless an exemption by the WSATC has been granted for longer probationary periods as specified by Civil Service or law.
- Is the period that the WSATC or the supervisor of apprenticeship may terminate an apprenticeship agreement at the written request by any affected party. The sponsor or the apprentice of the apprenticeship agreement may terminate the agreement without a hearing or stated cause. An appeal process is available to apprentices who have completed the initial probationary period.

All apprentices shall be subject to a probationary period not exceeding the first 1000 hours of employment.

VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS:

Supervision is the necessary education, assistance, and control provided by a journey-level employee that is on the same job site at least seventy-five percent of each working day, unless otherwise approved by the WSATC. The sponsor will assure that apprentices are under the supervision of competent and qualified journey-level workers on the job who are responsible for the work being performed, to ensure safety and training in all phases of the work. Apprentices will work the same hours as journey-level workers, EXCEPT where such hours may interfere with related/supplemental instruction. (see WAC 296-05-316(5))

One (1) apprentice may be employed after three (3) journey-level workers are employed and one (1) additional apprentice may be employed for each seven (7) journey-level workers steadily employed thereafter per employers labor force.

Such a ratio shall not be exceeded unless agreed to per the Collective Bargaining Agreement.

VII. APPRENTICE WAGES AND WAGE PROGRESSION:

The apprentice will be paid a progressively increasing schedule of wages based on specified percentages of journey-level wage consistent with skills acquired. These may be indicated in hours or monthly periods set by the sponsor. The entry wage will not be less than the minimum wage prescribed by the Fair Labor Standards Act, where applicable, unless a higher wage is required by other applicable federal law, state law, respective regulations, or by collective bargaining agreement.

The sponsor may accelerate, by an evaluation process, the advancement of apprentices who demonstrate abilities and mastery of the occupation to the level for which they are qualified. When the apprentice is granted advanced standing the sponsor must notify the employer/training agent of the appropriate wage per the wage progression schedule specified in these Standards.

Step	Number of hours/months	Percentage of journey-level rate
1	0000 - 1000 hours	70%
2	1001 - 2000 hours	75%
3	2001 - 3000 hours	80%
4	3001 - 4000 hours	85%
5	4001 - 5000 hours	90%
6	5001 - 6000 hours	95%

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VIII. WORK PROCESSES:

The apprentice shall receive on the job instruction and experience as is necessary to become a qualified journey-level worker versed in the theory and practice of the occupation covered by these Standards. The following is a condensed schedule of work experience, which every apprentice shall follow as closely as conditions will permit.

Employers/training agents shall only use registered apprentices to perform the work processes as stated in this section. (WAC 296-05-003 - Definitions)

A. Marine Electrician: **Approximate Hours**

1. First Year:

- a. Electric shop300
 - (1) Use blueprints to construct electrical foundations
 - (2) Use vertical and horizontal power bandsaws
 - (3) Use various grinders and shapers
 - (4) Use power drills
 - (5) Use power punches and other specialized power equipment
 - (6) Learn foundations-and the particular problems in constructing them
 - (7) Learn repair of electrical boxes
- b. Material runner.....300
 - (1) Process and understand material paperwork
 - (2) Learn and work on material requirements for ship areas
 - (3) Learn material parts, names, symbol numbers, etc.
 - (4) Learn and maintain material flow
 - (5) Learn proper handling and care of electrical material
- c. TLI (Ship ways).....350
 - (1) Know proper tank indicator placement and be able to install
 - (2) Know location and kinds of ship tanks
 - (3) Layout and install wireways to TLI's
 - (4) Work with welders installing brackets, wireways, etc.
 - (5) Learn basic ship construction techniques
- d. Main wireways350

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- (1) Learn to read blueprints, abbreviations, symbols, etc.
 - (2) Layout wireways by working from drawings
 - (3) Weld wireways working from prints using proper material
 - (4) Layout and install transits, tubes and collars from prints.
 - e. Cable crew350
 - (1) Learn proper method to pull ship's cable, know radiuses, breakouts, etc.
 - (2) Learn ship's sections and transits
 - (3) Band cable runs, pack tubes and transits
 - (4) Identify and tag cables
 - (5) Learn and work with different types of cables
 - f. Foundation crew.....350
 - (1) Learn blueprint reading
 - (2) Layout all areas of ship
 - (3) Learn different foundations
 - (4) Install foundations
2. **Second Year:**
- a. Main switchboard power distribution500
 - (1) Learn power generation. Work generator hookup
 - (2) Learn power distribution (shore power)
 - (3) Learn main and alternate power feed (MBTs, ABTs)
 - (4) Dress and install large cable throughout
 - (5) Work degaussing system
 - b. Power, lighting, phones, announcing.....1000
 - (1) Install equipment
 - (2) Layout and install local wireways and cable
 - (3) Correlate between blueprints
 - (4) Hook up equipment
 - (5) Learn special procedures peculiar to your area
 - c. Temporary light500
 - (1) Work temporary light shop, repair cables and equipment
 - (2) Work on ship with temporary lighting
 - (3) Power distribution to weld machinery and temporary ventilation

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3. Third Year:

- a. Weapons systems.....134
- b. Communications Center.....133
- c. Combat information center.....133
- d. Propulsion system900
 - (1) Install junction boxes
 - (2) Layout and install susceptible cable runs
 - (3) Cut in and hook up cables
 - (4) Coordinate with other systems
- e. Test crew, IC test, propulsion test, power lighting test700
 - (1) Use electronic test equipment
 - (2) Follow test memos for equipment or system test
 - (3) Make corrections on equipment to complete test

TOTAL HOURS: 6000

IX. RELATED/SUPPLEMENTAL INSTRUCTION:

The apprentice must attend related/supplemental instruction. Time spent in related/supplemental instruction will not be considered as hours of work, and the apprentice is not to be paid for time so spent, unless otherwise stated in these Standards.

The sponsor/training agent must provide for instruction of the apprentice during the related/supplemental instruction in safe and healthful work practices in compliance with the Washington Industrial Safety and Health Act, and applicable federal and state regulations.

In case of failure on the part of any apprentice to fulfill this obligation, the sponsor has authority to take disciplinary action (see Administrative/Disciplinary Procedures section).

Clock hours of actual attendance by the apprentice in related/supplemental instruction classes at the community/technical college or other approved training locations shall be reported to L&I on a quarterly basis for verifying attendance and industrial insurance purposes.

For industrial insurance purposes, the WSATC will be considered as the employer should any apprentice, not being paid to attend, sustain an injury while participating in related/supplemental classroom activity, or other directly related activity outside the classroom. The activities must be at the direction of the instructor.

The methods of related/supplemental training must consist of one or more of the following:

- ☐ Supervised field trips
- ☐ Approved training seminars
- ☐ A combination of home study and approved correspondence courses
- ☒ State Community/Technical college
- ☐ Private Technical/Vocational college
- ☒ Training trust
- ☐ Other (specify):

144 Minimum RSI hours per year, (see WAC 296-05-305(5))

Additional Information:

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- A. Each apprentice shall enroll in and attend classes in subjects related to the trade for not less than six (6) hours per week for three (3) years.**
- 1. Related Instruction shall be a minimum of six (6) hours per week for three (3) years.**
 - 2. The Apprenticeship Committee recommends that the course for apprentices under these Standards be limited to those who are actually apprentices in the trade in accordance with these Standards.**
 - 3. Safety training will be given in the related classes so that each apprentice will be fully informed on safety practices.**
 - 4. An examination of each apprentice's record shall be made before each period of advancement by the Apprenticeship Committee. In this examination, consideration shall be given to the school attendance, progress, attitude and daily employment of the apprentice.**
 - 5. Apprentice must immediately notify the instructor of any intended absence from night school classes and must also notify the Coordinator by mail, stating the date and reason for absence. Failure to do so will mean the absence is unexcused. Sickness will be considered an acceptable excuse when the apprentices missed time from work. Overtime work shall not be considered as an excuse for absence from night school. The Apprenticeship Committee, at their discretion, will examine the absence excuses so to determine if the excuse is satisfactory. Unexcused absences shall be adequate reason for the apprentice to be called before the Apprenticeship Committee for disciplinary action.**
 - 6. Absences during vacation shall be excused if Coordinator and Instructor of night classes are notified at least two (2) weeks in advance of vacation.**
 - 7. Failure to receive passing grades in school will be cause for disciplinary action.**
 - 8. Any time that the apprentice believes he/she has any complaint concerning any phase of the training, he/she shall submit the complaint in writing to the Apprenticeship Committee, through the Coordinator fifteen (15) days prior to the next regular meeting.**
 - 9. All requests of the Apprenticeship Committee shall be presented to the Coordinator at least ten (10) days in advance of the next Apprenticeship Committee meeting, or as otherwise stated in this policy. Any apprentice desiring to make a request for credit for previous "on-the-job" training must do so within six (6) months after being accepted into the Apprenticeship Program. Without satisfactory proof of such training, no**

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apprentice shall be given credit for previous work experience. This request shall include a written resume' of his/her previous work experience and training schedule as is related to the trade.

X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

Sponsors may include in this section requirements and expectations of the apprentices and training agents and an explanation of disciplinary actions that may be imposed for noncompliance. The sponsor has the following disciplinary procedures that they may impose: Disciplinary Probation, Suspension, or Cancellation.

Disciplinary Probation: A time assessed when the apprentice's progress is not satisfactory. During this time the program sponsor may withhold periodic wage advancements, suspend or cancel the apprenticeship agreement, or take further disciplinary action. A disciplinary probation may only be assessed after the initial probation is completed. During the disciplinary probation, the apprentice has the right to file an appeal of the committee's action with the WSATC (as described in WAC 296-05-009).

Suspension: A suspension is a temporary interruption in progress of an individual's apprenticeship program that may result in the cancellation of the Apprenticeship Agreement. Could include temporarily not being allowed to work, go to school or take part in any activity related to the Apprenticeship Program until such time as the Apprenticeship Committee takes further action.

Cancellation: Refers to the termination of an apprenticeship agreement at the request of the apprentice, supervisor, or sponsor. (as described in WAC 296-05-009).

A. General Procedures

- 1. In view of the fact that there are a few exceptional apprentices who have above average ability and diligence in their apprenticeship and who have cooperated to the utmost with the program, the Apprenticeship Committee, in trying to be completely fair, will make the following special dispensation as is related to taking the journey-level worker's examination:**
- 2. Termination:**
 - a. An employer will not terminate an apprentice unless for just cause, and having advised the Apprenticeship Coordinator in advance.**
 - b. An apprentice will not terminate from an employer without the sanction of the Apprenticeship Committee. If such termination without sanction should occur, the apprentice shall be subject to disciplinary action.**

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B. Local Apprenticeship Committee Policies

NONE

C. Complaint and Appeal Procedures:

All approved programs must establish procedures explaining the program's complaint review process. Complaints that involve matters covered by a collective bargaining agreement are not subject to the complaint review procedures in this section.

Complaint (after initial probation completed) – WAC 296-05-009 and 296-05-316(21)

Prior to: 20 days of intention of disciplinary action by a committee/organization

- Committee/organization must notify the apprentice in writing of action to be taken
- Must specify the reason(s) for discipline, suspension, or cancellation
- Decision will become effective immediately
- Written reason(s) for such action will be sent to the apprentice

Within: 30 days request for reconsideration from the committee

- Apprentice to request local committee to reconsider their action

Within: 30 days of apprentice's request for reconsideration

- Local committee/organization must provide written notification of their final decision

If apprentice chooses to pursue the complaint further:

Within: 30 days of final action

- Apprentice must submit the complaint in writing to the supervisor (L&I)
- Must describe the controversy and provide any backup information
- Apprentice must also provide this information to the local committee/organization

Within: 30 days for supervisor to complete investigation

- If no settlement is agreed upon during investigation, then supervisor must issue a written decision resolving the controversy when the investigation is concluded

If the apprentice or local committee/organization disputes supervisor decision:

Within: 30 days of supervisor's decision, request for WSATC hearing

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- Request must be in writing
- Must specify reasons supporting the request
- Request and supporting documents must be given to all parties
- WSATC must conduct the hearing in conjunction with the regular quarterly meeting

Within: 30 days after hearing

- WSATC to issue written decision

XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION

NOTE: The following is an overview of the requirements associated with administering an apprenticeship committee and/or program. These provisions are to be used with the corresponding RCW and/or WAC.

The sponsor is the policymaking and administrative body responsible for the operation and success of this apprenticeship program. A committee is responsible for the day-to-day operations of the apprenticeship program and they must be knowledgeable in the process of apprenticeship and/or the application of Chapter 49.04 RCW and Chapter 296-05 WAC. Sponsors must develop procedures for:

- A. Committee Operations (WAC 296-05-316): (Not applicable for Plant Programs)
Convene meetings at least three times per year of the program sponsor and apprenticeship committee attended by a quorum of committee members as defined in the approved Standards. If the committee does not indicate its definition of quorum, the interpretation will be “50% plus 1” of the approved committee members. Conference call meetings may be conducted in lieu of regular meetings but must not exceed the number of attended meetings and no disciplinary action can be taken during conference call meetings.
- B. Program Operations (Chapter 296-05 WAC - Part C & D):
 1. The sponsor will record and maintain records pertaining to the local administration of the apprenticeship program and make them available to the WSATC or its representative on request.

Records required by WAC 296-05-400 through 455 (see Part D of Chapter 296-05 WAC) will be maintained for five (5) years; all other records will be maintained for three (3) years.
 2. The sponsor will submit to L&I through the assigned state apprenticeship coordinator the following list:

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Forms are available on line at

<http://www.lni.wa.gov/TradesLicensing/Apprenticeship/FormPub/eForms> or from your assigned apprenticeship coordinator.

- Apprenticeship Agreement Card – within first 30 days of employment
 - Authorization of Signature - as necessary
 - Authorized Training Agent Agreements (committee approving or canceling) – within 30 days
 - Apprenticeship Committee Meeting Minutes – within 30 days of meeting (not required for Plant program)
 - Change of Status – within 30 days of action by committee, with copy of minutes
 - Journey Level Wage – at least annually, or whenever changed
 - Revision of Standards and/or Committee Composition - as necessary
 - RSI (Quarterly) Reports:
 - 1st quarter: January through March, by April 10
 - 2nd quarter: April through June, by July 10
 - 3rd quarter: July through September, by October 10
 - 4th quarter: October through December, by January 10
3. Adopt, as necessary, local program rules or policies to administer the apprenticeship program in compliance with these Standards that must be submitted for L&I approval and updating these Standards. The L&I apprenticeship program manager may administratively approve requests for revisions in the following areas of the Standards:
- Program name
 - Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
 - Section VII: Apprentice Wages and Wage Progression
 - Section IX: Related/Supplemental Instruction
 - Section XI: Committee - Responsibilities and Composition (including opening statements)
 - Section XII: Subcommittees
 - Section XIII: Training Director/Coordinator

C. Management of Apprentices:

1. Each apprentice (and, if under 18 years of age, the parent or guardian) will sign an apprenticeship agreement with the sponsor, who will then register the agreement, with L&I before the apprentice attends the related/supplemental instruction classes, or within the first 30 days of employment as an apprentice. For the purposes of industrial insurance coverage and prevailing wage exemption under RCW 39.12.021, the effective date of registration will be the date the agreement is received by L&I.

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L&I must be notified within 30 days of program approval, of all requests for disposition or modification of agreements, with a copy of the committee minutes approving the changes, which may be:

- Certificate of completion
 - Additional credit
 - Suspension (i.e. military service or other)
 - Reinstatement
 - Cancellation and/or
 - Corrections
2. Rotate apprentices in the various processes of the skilled occupation to ensure the apprentice is trained to be a competent journey-level worker.
 3. Periodically review and evaluate apprentices before advancement to the apprentice's next wage progression period. The evidence of such advancement will be the record of the apprentice's progress on the job and during related/supplemental instruction.
 4. The sponsor has the obligation and responsibility to provide, insofar as possible, continuous employment for all apprentices in the program. The sponsor may arrange to transfer an apprentice from one training agent to another, or to another sponsor when the sponsor is unable to provide reasonably continuous employment, or they are unable to provide apprentices the diversity of experience necessary for training and experience in the various work processes as stated in these Standards. The new sponsor or training agent will assume all the terms and conditions of these Standards. If, for any reason, a layoff of an apprentice occurs, the apprenticeship agreement will remain in effect unless canceled by the sponsor.
 5. An apprentice who is unable to perform the on-the-job portion of apprenticeship training may, if the apprentice so requests and the sponsor approves, participate in related/supplemental instruction, subject to the apprentice obtaining and providing to the sponsor written requested document/s for such participation. However, time spent will not be applied toward the on-the-job portion of apprenticeship training.
 6. Hear and adjust all complaints of violations of apprenticeship agreements.
 7. Upon successful completion of apprenticeship, as provided in these Standards, and passing the examination that the sponsor may require, the sponsor will recommend that the WSATC award a Certificate of Completion of Apprenticeship. The program will make an official presentation to the apprentice that has successfully completed his/her term of apprenticeship.

D. Training Agent Management:

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1. Offer training opportunities on an equal basis to all employers and apprentices. Grant equal treatment and opportunity for all apprentices through reasonable working and training conditions and apply those conditions to all apprentices uniformly. Provide training at a cost equivalent to that incurred by currently participating employers and apprentices. Not require an employer to sign a collective bargaining agreement as a condition of participation.
2. Determine the adequacy of an employer to furnish proper on-the-job training in accordance with the provisions of these Standards. Require all employers requesting approved training agent status to complete an approved training agent agreement and comply with all federal and state apprenticeship laws and the appropriate apprenticeship Standards.
3. Submit approved training agent agreements to the department with a copy of the agreement and/or the list of approved training agents within thirty days of committee approval. Submit rescinded approved training agent agreements and/or the list of approved training agents to the department within thirty days of said action.

E. Composition of Committee: (see WAC 296-05-313)

Apprenticeship committees must be composed of an equal number of management and non-management representatives composed of at least four members but no more than twelve. If the committee does not indicate its definition of a quorum, the interpretation will be "50% plus 1" of the approved committee members.

Apprenticeship committees shall elect a chairperson and a secretary who shall be from opposite interest groups, i.e., chairperson-employers; secretary-employees, or vice versa; EXCEPT, this does not apply where the Registration Agency represents the apprentice(s).

For plant programs the WSATC or the department designee will act as the employee representative.

Quorum: **SEE ABOVE**

Program type administered by the committee: **GROUP JOINT**

The Marine Electrical Apprenticeship Committee shall be composed of members representing the employers and an equal number of members representing the International Brotherhood of Electrical Workers Local Union No. 46. The selection of these individual members will be made by the groups they represent.

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The employer representatives shall be:

**Nate Ford, Chairman
98135 16th Ave SW
Seattle, WA 98134**

**John Ball
1515 Fairview Ave E
Seattle, WA 98102**

The employee representatives shall be:

**Fred Schwyhart, Secretary
20116 1st Ave S
Des Moines, WA 98198**

**Harry Thompson, Jr
5926 16th St Ct. NE
Tacoma, WA 98422**

XII. SUBCOMMITTEE:

Subcommittee(s) approved by L&I, represented equally from management and non-management, may also be established under these Standards, and are subject to the main committee. All actions of the subcommittee(s) must be approved by the main committee.

NONE

XIII. TRAINING DIRECTOR/COORDINATOR:

The sponsor may employ a person(s) as a full or part-time training coordinator(s)/training director(s). This person(s) will assume responsibilities and authority for the operation of the program as are delegated by the sponsor.

There will be an apprentice Coordinator, whose job it will be to coordinate the program. He/she shall report to and be governed by the Apprenticeship Committee. He/she shall have a voice, but no vote in the Committee decisions. The Coordinator is:

**Brett M. Olson, Coordinator
Local Union #46
2700 First Avenue
Seattle, WA 98121**